

DD/S 69-4398

25 SEP 1969

PT / S. L. BANNERMAN  
FILM Training 3-1

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT: Career Trainee Task Force Research Reports

1. This memorandum is for your information.
2. [redacted] of the Psychological Services Staff have recently briefed me on a series of studies they have just completed on Career Trainees. I found their analyses and comparisons extremely interesting, and they offer professional psychological data studies on topics and issues which we have frequently discussed without benefit of a professional study. Certainly their findings will serve as guidance in our reworking of the Career Training Program and our concerns for CT development and progression.
3. [redacted] can brief down his findings from these various studies into a 45-minute presentation, and I recommend that this be placed on the agenda of the Deputies' meeting for such a presentation. The research areas which will be covered in the presentation are set forth on the attachment.

SIGNED R. L. Bannerman

R. L. Bannerman  
Deputy Director  
for Support

Att: Listing

DD/S:RLB:es (25 Sept 69)

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ATTACHMENT

- I. Comparison of Groups of Agency Professional Applicants and CT Employees on Psychological Test Characteristics
  - A. Agency Professional Applicants (FY68) vs. CT EEs (FY69)
  - B. Early CTs (FY63-67) vs. Recent CTs (FY69)
- II. Comparison of CTs and Other Agency Professionals on PATB and Ratings of Job Performance and Potential
- III. Comparison of Fitness Report Ratings of Performance and Experimental (Marpower) Ratings of Performance
- IV. Comparison of Internal and External CTs on PATB and On-the-Job Ratings
- V. Attitude Studies Involving CTs
  - A. Audit of Job-Related Attitudes of 70 CS-Bound CTs
  - B. Comparison among Agency CTs, Non-CTs, and Government-Wide Sample on Expressed Satisfaction on 13 Job Dimensions
- VI. Longitudinal Study of 84 Early CS CTs
  - A. Exploratory Research on Possible Early Identification of Talented Performers
  - B. Exploratory Research on Correspondence between Performance and Reward Systems

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